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INCIDENCE OF INDUSTRIAL AWARDS, DETERMINATIONS AND COLLECTIVE AGREEMENTS, AUSTRALIA MAY 1983

PHONE INQUIRIES *for more information about these statistics—contact Mr Joe Christensen on Canberra (062) 52 6581 or any of our State offices.*

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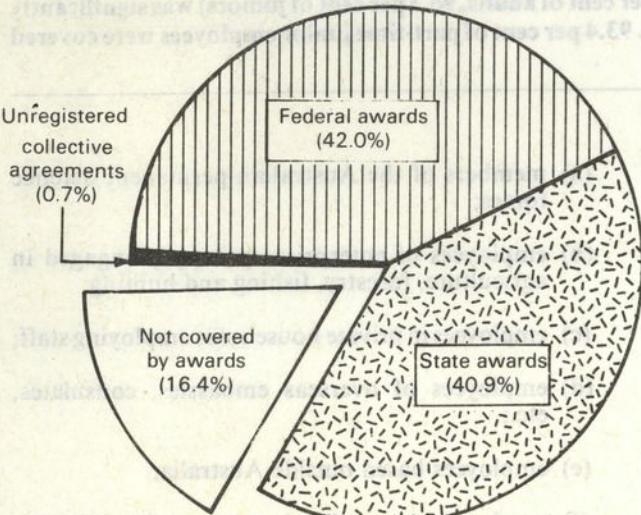
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MAIN FEATURES

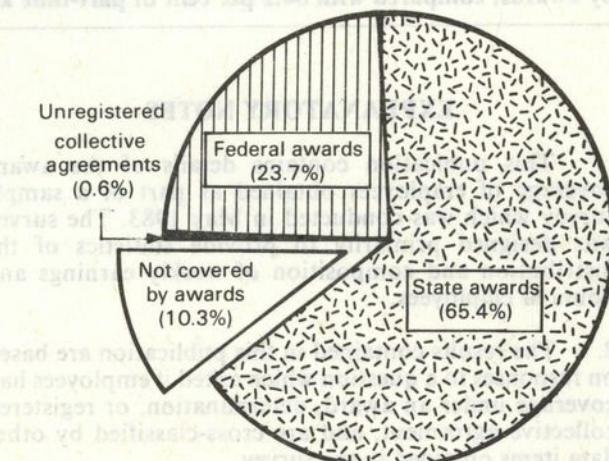
AWARD COVERAGE OF EMPLOYEES, AUSTRALIA, MAY 1983

Source: Table 1

MALES
(3,027,800 employees)



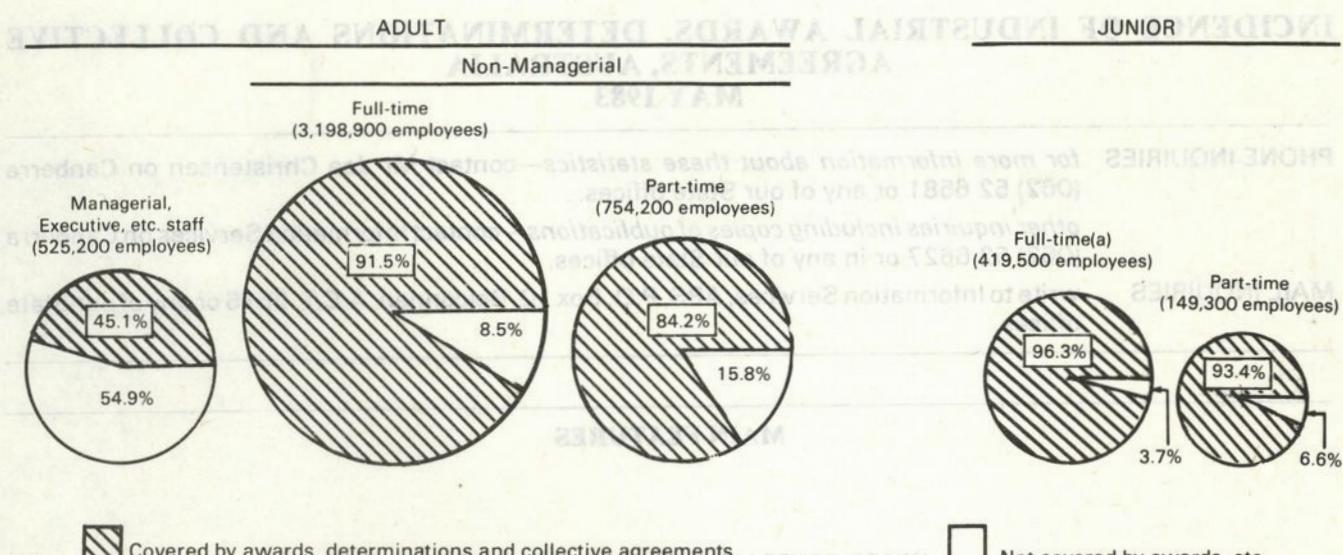
FEMALES
(2,019,300 employees)



In May 1983, 83.6 per cent of male employees and 89.7 per cent of female employees were covered by awards, determinations or collective agreements. 65.4 per cent of female employees were covered by State awards and 23.7 per cent were covered by Federal awards, whereas award coverage of males was divided almost equally between Federal awards (42.0 per cent) and State awards (40.9 per cent).

AWARD COVERAGE : EMPLOYEE CATEGORIES, AUSTRALIA, MAY 1983

Source: Table 2



(a) Includes managerial, executive, etc. staff

Award coverage of full-time non-managerial employees (91.5 per cent of adults, 96.3 per cent of juniors) was significantly greater than for managerial, executive, etc. staff (45.1 per cent). 93.4 per cent of part-time junior employees were covered by awards, compared with 84.2 per cent of part-time adults.

EXPLANATORY NOTES

This publication contains details of the award coverage of employees obtained as part of a sample survey which was conducted in May 1983. The survey was designed primarily to provide statistics of the distribution and composition of weekly earnings and hours of employees.

2. The results contained in this publication are based on responses to a question which asked if employees had coverage under an award, determination, or registered collective agreement, and are cross-classified by other data items obtained in the survey.

3. The estimates were obtained from a new sample selected from the ABS register of businesses and replaced previous surveys conducted up to 1981 based on samples selected from lists of employers subject to payroll tax and lists of government organisations and hospitals.

4. Background information on the introduction of the new survey is provided in *Information Paper : New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) issued on 21 June 1984.

Scope of the survey

5. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia;
- (f) employees on workers' compensation who are not paid through the payroll;
- (g) directors who are not paid a salary;
- (h) proprietors/partners of unincorporated businesses;
- (i) self employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

Survey design

6. A sample of approximately 7,000 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise

in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, government/private, industry and size of employment and a simple random sample selected from each stratum.

7. Employers with fewer than 10 employees are required to complete details for every employee, while those with 10 or more employees are required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately 65,000 employees are obtained in the survey.

Definitions

8. *Employees covered by awards, etc.* are employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement. However unregistered collective agreements dealing only with over-award pay are ignored.

9. *Federal awards, etc.* are awards or determinations made by, and collective agreements registered with, the Australian Conciliation and Arbitration Commission, the Public Service Arbitrator, the Coal Industry Tribunal, and the Flight Crew Officers Industrial Tribunal.

10. *State awards, etc.* are awards or determinations made by, and collective agreements registered with, State industrial arbitration authorities as set out in paragraphs 11 to 16. The estimates shown for employees affected by State awards, etc. include a small proportion of employees affected by awards, etc. of State tribunals in other States. Similarly in each Territory there is a small proportion of employees affected by awards, etc. of State tribunals in adjacent States.

11. *New South Wales State awards, etc.* are awards made by, and collective agreements registered with, the Industrial Commission of New South Wales and the subsidiary tribunals; and determinations made by, and industrial agreements registered with, the Public Service Board of New South Wales.

12. *Victorian State awards, etc.* are determinations made by Wages Boards, the Industrial Appeals Court, and the Police Service Board; and regulations made by the Public Service Board and the Teachers Tribunal.

13. *Queensland State awards, etc.* are awards made by, and collective agreements registered with, the Industrial Conciliation and Arbitration Commission of Queensland.

14. *South Australian State awards, etc.* are awards made by the Industrial Commission, Conciliation Committees and the Teachers Salaries Board, collective agreements registered with the Industrial Commission and determinations made by the Public Service Arbitrator.

15. *Western Australia State awards, etc.* are awards made by, and collective agreement registered with, the Western Australian Industrial Commission, the Western Australian Coal Industry Tribunal, the Public Service Arbitrator and the Railways Classification Board; and determinations made under the Education Act, including determinations of the Government School Teachers Tribunal.

16. *Tasmanian State awards, etc.* are determinations made by Wages Boards, and awards of the Public Service Board and Public Service Arbitrator.

17. *Collective agreements* (whether registered or unregistered) are agreements made by an employer or a number of employers with a group or organisation of employees. *Registered collective agreements* are those collective agreements registered with a Federal or State industrial arbitration authority, whilst *unregistered collective agreements* are those not so registered.

18. *Male and female employees* are employees who were on the payroll of employers in the pay-period which ended on or before 20 May 1983 and who received pay in that pay-period. They include managerial, executive, professional and higher supervisory staff, wages and other employees, part-time and casual workers, employees who began or ceased work during the pay-period, employees on short-time, and employees on paid leave or holidays during the pay-period. Excluded are employees who received no pay during the pay-period.

19. *Employees not covered by awards, etc.* are those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

20. *Adults* are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Juniors* are those employees who are not *adults* as defined.

21. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week. *Part-time employees* are those (permanent, temporary and casual) who are not *full-time* as defined.

22. *Managerial employees* are managerial, executive, professional and higher supervisory staff, i.e. those employees who:

- (a) are ineligible to receive payment for overtime; or
- (b) although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment (or establishments).

Employees were classified to Managerial/Non-managerial by respondents and the classification may have varied between individual private employers and between employers in the private and government sectors, with consequent effects on survey results. For some occupations, such as school teachers and accountants, generally only staff at senior levels would be regarded as managerial employees.

Non-managerial employees are those who are not managerial as defined, and include minor supervisory employees, foremen, leading hands, apprentices, trainees, cadets, and other non-managerial employees.

23. *Government sector* comprises not only administrative employees but also all other employees of Commonwealth, State, local and semi-government bodies engaged in services such as railways, road transport, banks, postal and telecommunications, air transport, education, radio, television, police, public works, factories, marketing authorities, hospitals and welfare institutions.

Private sector comprises all employees of non-government employers.

24. *Weekly earnings* refers to one week's earnings of employees for the reference period, before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Earnings comprise ordinary time earnings, over award payments, overtime earnings; penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit sharing schemes normally paid each pay-period and payments for leave taken during the reference period. Excluded are retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

25. *Median earnings* consists of the amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

Mean (or average) earnings refers to the amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group.

Comparability of results

26. Previous surveys giving details of the incidence of industrial awards, determinations, and collective agreements were conducted in April 1954, May 1963, May 1968 and May 1974. The results of these surveys are not directly comparable with the results obtained in the May 1983 survey, due mainly to population framework changes reflecting improved coverage of employees provided by the ABS register of businesses.

Reliability of estimates

27. Because of the sampling methodology used for this survey, it is not possible to ensure that the representation of all the subgroups of interest in the sample accurately reflect their representation in the population.

28. Although considerable care is taken in questionnaire design, in the instructions given to employers on how to select samples of their employees, in editing the survey returns and in relating the figures to comparable statistics from other ABS surveys, the results of this survey are ultimately dependent on the details supplied by selected employers relating to the sample of employees selected by them. Whilst selected employers were provided with precise instructions on the method to use in selecting sample of employees, there is evidence to indicate that part-time and junior employees may be under-represented in the sample. Therefore, care should be exercised in interpreting the estimates presented in this publication. For further details on the reliability of the estimates, refer to the Technical note on page 14.

Classification of industry and occupation

29. Industry is classified according to the 1978 edition of the *Australian Standard Industrial Classification* (ASIC) and occupation according to the *Classification and Classified List of Occupations, Australia, Revised June 1981* (1206.0). For details of the industries excluded from the scope of the survey see paragraph 5.

Related publications

30. Users may also wish to refer to the following publications which are available on request:

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)—issued two-yearly

Employed Wage and Salary Earners, Australia (6248.0)—issued quarterly

Trade Union Statistics, Australia (6323.0) — issued annually

Trade Union Members, Australia, March to May 1982 (6325.0)

Industrial Disputes, Australia, 1982 and 1983 (6322.0)

31. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Symbols and other usages

- * subject to sampling variability too high for most practical uses (see Technical notes)
- . not applicable
- n.e.c. not elsewhere classified

32. Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

R. J. CAMERON
Australian Statistician

TABLE 1. INCIDENCE OF AWARDS(a): ALL EMPLOYEES, STATES AND TERRITORIES, MAY 1983

State or Territory	Number of employees '000	Covered by awards, deter- minations and collective agreements			Not covered by awards, etc. --- per cent ---
		Federal 000	State 000	Total(b) 000	
Males					
New South Wales	1,058.6	837.9	45.1	83.8	16.2
Victoria	809.0	54.6	26.9	82.2	17.8
Queensland	465.6	28.6	57.5	86.3	13.7
South Australia	258.0	45.8	37.4	83.6	16.4
Western Australia	266.2	23.9	55.6	79.7	20.3
Tasmania	83.4	46.5	37.6	86.5	13.5
Northern Territory	28.5	84.8	*	84.8	15.2
Australian Capital Territory	58.4	89.4	*	89.8	10.2
Australia	3,027.8	42.0	40.9	83.6	16.4
Private sector	2,025.4	38.8	36.9	76.5	23.5
Government sector	1,002.4	48.6	49.0	97.9	2.1
Females					
New South Wales	690.0	21.5	67.8	89.5	10.5
Victoria	577.3	28.2	58.5	88.1	11.9
Queensland	280.6	16.6	75.7	92.3	7.7
South Australia	178.4	16.8	74.9	91.8	8.2
Western Australia	178.3	14.1	73.1	87.5	12.5
Tasmania	54.2	18.2	71.6	91.5	8.5
Northern Territory	16.8	87.4	*	87.5	12.5
Australian Capital Territory	43.7	92.4	*	94.9	5.1
Australia	2,019.3	23.7	65.4	89.7	10.3
Private sector	1,426.5	20.4	65.0	86.1	13.9
Government sector	592.8	31.4	66.6	98.2	1.8
Persons					
New South Wales	1,748.6	31.4	54.0	86.1	13.9
Victoria	1,386.3	43.6	40.1	84.6	15.4
Queensland	746.2	24.1	64.3	88.5	11.5
South Australia	436.5	33.9	52.8	86.9	13.1
Western Australia	444.5	19.9	62.6	82.9	17.1
Tasmania	137.7	35.4	51.0	88.5	11.5
Northern Territory	45.3	85.8	*	85.8	14.2
Australian Capital Territory	102.1	90.7	*	92.0	8.0
Australia	5,047.1	34.7	50.7	86.0	14.0
Private sector	3,451.9	31.2	48.5	80.5	19.5
Government sector	1,595.2	42.2	55.5	98.0	2.0

(a) See paragraph 8, page 3.

(b) Includes small numbers of employees covered by unregistered collective agreements.

TABLE 2. INCIDENCE OF AWARDS(a): EMPLOYEE CATEGORIES, AUSTRALIA, MAY 1983

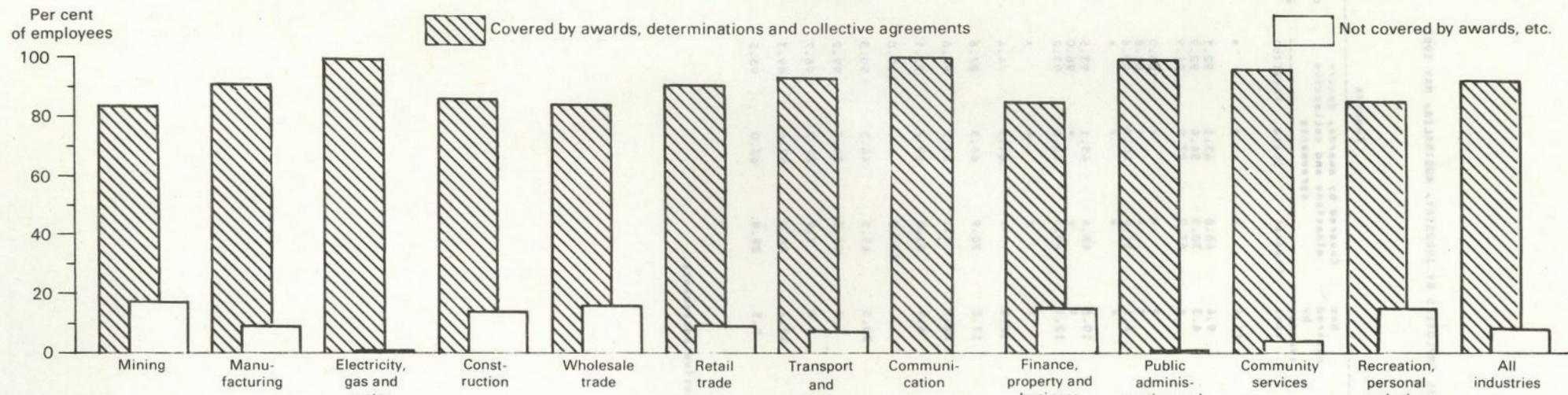
Employee category	Number of employees '000	Covered by awards, deter- minations and collective agreements			Not covered by awards, etc.
		Federal	State	Total(b)	
Males					
Adults	2,753.8	42.5	39.4	82.5	17.5
Managerial, executive, etc.	417.1	22.4	19.4	42.1	57.9
Non-managerial	2,336.7	46.1	43.0	89.8	10.2
Full-time	2,150.2	47.5	42.3	90.5	9.5
Part-time	186.2	29.4	51.5	81.4	18.6
Juniors	274.0	37.9	55.9	94.2	5.8
Full-time	215.8	45.5	50.3	96.0	4.0
Part-time	58.2	*	76.6	87.6	12.4
Total	3,027.8	42.0	40.9	83.6	16.4
Managerial, executive, etc.	417.1	22.4	19.4	42.1	57.9
Non-managerial	2,610.7	45.3	44.3	90.3	9.7
Full-time	2,366.0	47.4	43.0	91.0	9.0
Part-time	244.7	24.8	57.5	82.8	17.2
Females					
Adults	1,724.5	24.3	63.5	88.4	11.6
Managerial, executive, etc.	108.1	11.4	44.9	56.9	43.1
Non-managerial	1,616.4	25.2	64.7	90.6	9.4
Full-time	1,048.7	29.8	63.0	93.5	6.5
Part-time	567.8	16.7	67.8	85.1	14.9
Juniors	294.8	19.7	77.0	96.9	*
Full-time	203.7	25.5	71.2	96.7	*
Part-time	91.1	*	90.1	97.2	*
Total	2,019.3	23.7	65.4	89.7	10.3
Managerial, executive, etc.	108.1	11.4	44.9	56.9	43.1
Non-managerial	1,911.2	24.4	66.6	91.5	8.5
Full-time	1,252.4	29.1	64.4	94.0	6.0
Part-time	658.8	15.4	70.9	86.8	13.2
Persons					
Adults	4,478.3	35.5	48.7	84.8	15.2
Managerial, executive, etc.	525.2	20.1	24.6	45.1	54.9
Non-managerial	3,953.1	37.6	51.9	90.1	9.9
Full-time	3,198.9	41.7	49.1	91.5	8.5
Part-time	754.2	19.8	63.8	84.2	15.8
Juniors	568.8	28.5	66.8	95.6	4.4
Full-time	419.5	35.8	60.4	96.3	3.7
Part-time	149.3	8.2	84.8	93.4	6.6
Total	5,047.1	34.7	50.7	86.0	14.0
Managerial, executive, etc.	525.2	20.1	24.6	45.1	54.9
Non-managerial	4,521.9	36.4	53.8	90.8	9.2
Full-time	3,618.4	41.0	50.4	92.1	7.9
Part-time	903.5	17.9	67.3	85.7	14.3

(a) See paragraph 8, page 3.

(b) Includes small numbers of employees covered by unregistered collective agreements.

**CHART 1. INCIDENCE OF AWARDS(a) : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY INDUSTRY,
AUSTRALIA, MAY 1983**

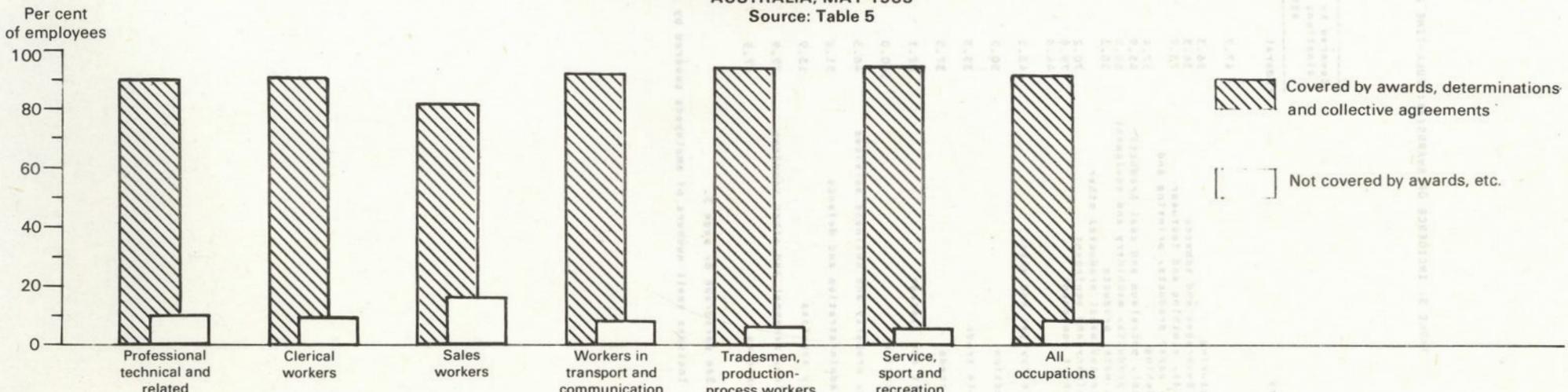
Source: Table 3



For footnote, see below. Note that separate details for males and females are shown in Tables 3 and 5.

**CHART 2. INCIDENCE OF AWARDS(a) : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, BY OCCUPATION GROUP,
AUSTRALIA, MAY 1983**

Source: Table 5



(a) See paragraph 8, page 3.

TABLE 3. INCIDENCE OF AWARDS(a): FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY INDUSTRY, AUSTRALIA, MAY 1983

(per cent)

Industry	Males						Females			
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.		
	Federal	State	Total(b)		Federal	State	Total(b)			
Mining	47.7	34.4	84.6	15.4	*	*	*	*	*	*
Manufacturing	56.3	33.5	90.6	9.4	48.8	43.1	92.1	7.9		
Food, beverages and tobacco	36.5	56.5	93.7	6.3	38.5	54.4	92.9	*		
Textiles, clothing and footwear	73.9	*	91.6	*	67.9	27.0	94.9	*		
Paper, paper products, printing and publishing	57.4	26.7	86.7	*	*	*	88.0	*		
Chemical, petroleum and coal products	45.9	35.4	84.4	*	*	*	82.8	*		
Metal products, machinery and equipment	66.5	25.1	91.9	8.1	51.9	40.7	92.6	*		
Basic metal products	38.3	51.3	91.0	*	*	*	*	*		
Fabricated metal products; other machinery and equipment	70.2	19.2	89.4	10.6	48.4	45.1	93.5	6.5		
Transport equipment	79.8	16.7	96.5	*	*	*	96.0	*		
Other	44.6	42.8	87.9	12.1	40.3	53.0	93.2	*		
Electricity, gas and water	43.1	56.0	99.8	*	*	*	*	*		
Construction	50.2	36.0	87.1	12.9	*	64.5	74.4	25.6		
Wholesale trade	35.5	45.7	82.2	17.8	20.9	66.5	87.8	*		
Retail trade	37.5	49.9	87.5	12.5	9.1	85.5	94.6	*		
Transport and storage	62.1	30.7	93.1	6.9	61.8	29.2	91.1	8.9		
Communication	100.0	..	100.0	..	100.0	..	100.0	..		
Finance, property and business services	46.3	33.0	79.7	20.3	45.5	44.5	90.3	9.7		
Public administration and defence	51.2	48.0	99.6	*	64.5	34.3	99.2	*		
Community services	13.9	79.5	94.4	5.6	7.9	87.2	96.7	3.3		
Recreation, personal and other services	29.9	50.6	80.8	19.2	26.6	62.6	89.3	*		
All industries	47.5	42.3	90.5	9.5	29.8	63.0	93.5	6.5		

(a) See paragraph 8, page 3.

(b) Includes small numbers of employees covered by unregistered collective agreements.

TABLE 4. INCIDENCE OF AWARDS(a): ALL EMPLOYEES BY INDUSTRY, AUSTRALIA, MAY 1983
(per cent)

Industry	Males					Females				
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Total(b)	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Total(b)
	Federal	State	Total			Federal	State	Total		
Mining	45.6	32.3	80.3	19.7	*	*	*	*	*	*
Manufacturing	50.9	32.6	84.2	15.8	42.8	44.6	87.7	12.3	*	*
Food, beverages and tobacco	32.2	53.0	85.8	14.2	32.0	60.0	92.0	*	*	*
Textiles, clothing and footwear	63.5	*	81.6	*	65.3	25.6	90.9	*	*	*
Paper, paper products, printing and publishing	53.9	26.9	83.4	16.6	34.4	44.6	80.2	*	*	*
Chemicals, petroleum and coal products	37.3	29.5	69.2	30.8	*	57.6	77.9	*	*	*
Metal products, machinery and equipment	61.8	24.7	86.8	13.2	45.2	44.3	89.5	*	*	*
Basic metal products	36.2	50.8	88.3	*	*	*	*	*	*	*
Fabricated metal products; other machinery and equipment	63.7	19.0	82.7	17.3	41.0	49.1	90.1	*	*	*
Transport equipment	75.6	17.2	92.8	*	*	*	*	94.9	*	*
Other	38.4	43.5	82.3	17.7	*	51.5	84.7	*	*	*
Electricity, gas and water	42.1	56.7	99.4	*	*	*	*	99.3	*	*
Construction	45.1	35.9	81.7	18.3	*	57.7	64.1	35.9	*	*
Wholesale trade	28.4	37.2	66.3	33.7	15.2	66.5	81.9	18.1	*	*
Retail trade	28.5	53.9	82.6	17.4	6.3	84.7	91.1	8.9	*	*
Transport and storage	58.4	30.7	89.4	10.6	53.6	34.0	87.6	12.4	*	*
Communication	99.9	--	99.9	*	99.9	--	99.9	*	*	*
Finance, property and business services	40.8	27.9	69.1	30.9	39.5	47.3	87.1	12.9	*	*
Public administration and defence	52.1	46.5	98.9	*	64.0	34.4	98.8	*	*	*
Community services	17.4	68.8	87.1	12.9	7.3	83.4	92.1	7.9	*	*
Recreation, personal and other services	31.6	45.5	77.8	22.2	30.2	57.9	88.2	11.8	*	*
All industries	42.0	40.9	83.6	16.4	23.7	65.4	89.7	10.3	*	*

(a) See paragraph 8, page 3.

(b) Includes small numbers of employees covered by unregistered collective agreements.

TABLE 5. INCIDENCE OF AWARDS(a): FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY OCCUPATION GROUP, AUSTRALIA, MAY 1983
(per cent)

Occupation group(b)	Males						Females					
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Federal	State	Total(c)	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	
	Federal	State	Total					Federal	State	Total		
Professional, technical and related workers	35.0	48.9	85.2	14.8	8.3	84.1	94.5	5.5				
Nurses	*	*	99.2	*	*	94.8	99.2	*				
Teachers	*	84.3	97.0	*	*	89.8	98.5	*				
Draftsmen and technicians	60.8	29.2	90.7	*	*	72.6	91.3	*				
Administrative, executive and managerial workers	*	*	87.6	*	*	*	*	*	*	*	*	
Clerical workers	53.1	35.9	89.3	10.7	33.2	57.9	91.3	8.7				
Sales workers	19.4	57.2	76.9	23.1	*	83.6	90.7	*				
Farmers, fishermen and related workers(d)	*	71.4	92.7	*	*	*	*	*				
Miners, quarry and related workers	51.0	*	86.3	*	*	*	*	*				
Workers in transport and communications	56.4	35.0	91.7	8.3	67.3	*	95.8	*				
Tradespersons, production-process workers and labourers n.e.c.	55.1	37.4	93.2	6.8	66.3	30.6	97.1	*				
Textile, clothing, footwear and leather goods makers and related workers	68.3	*	95.7	*	75.8	21.8	97.6	*				
Machine toolmakers, metal machinists, mechanics, plumbers and related metal workers	65.1	27.0	92.5	7.5	*	*	*	*				
Electricians and related electrical and electronics workers	64.7	31.6	96.7	*	*	*	*	*				
Metalmaking and related workers(e)	67.1	29.8	97.5	*	92.0	*	98.6	*				
Carpenters, cabinetmakers and related workers, building etc. tradesmen and construction workers(f)	41.5	50.0	91.7	8.3	*	*	*	*				
Packers, wrappers, labellers, storemen and freight handlers	47.9	46.0	95.1	*	48.1	49.9	98.0	*				
Labourers, apprentices, factory workers n.e.c.	45.1	46.1	92.3	7.7	*	*	*	*				
Service, sport and recreation workers	21.9	71.2	93.5	6.5	19.9	75.4	95.4	*				
All occupations	47.6	42.3	90.5	9.5	29.8	63.0	93.5	6.5				

(a) See paragraph 8, page 3.

(b) See paragraph 25, page 4.

(c) Includes small numbers of employees covered by unregistered collective agreements.

(d) See paragraph 5(b), page 2.

(e) Includes furnacemen, moulders and related metalmaking and treating workers, metal workers, metal and electrical production-process workers.

(f) Includes carpenters, woodworking machinists, cabinetmakers and related workers, painters and decorators, bricklayers, plasterers and construction workers n.e.c.

CHART 3. INCIDENCE OF AWARDS(a): ALL EMPLOYEES BY OCCUPATION GROUP, AUSTRALIA, MAY 1983
 GOALS OF EMPLOYMENT: FAIR PAY AND FAIR TREATMENT FOR ALL WORKERS

TABLE 6. INCIDENCE OF AWARDS(a): ALL EMPLOYEES BY OCCUPATION GROUP, AUSTRALIA, MAY 1983

(per cent)

Occupation group(b)	Males						Females		
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	
	Federal	State	Total(c)		Federal	State	Total(c)		
Professional, technical and related workers	32.6	44.3	77.9	22.1	9.2	81.0	92.2	7.8	
Nurses	*	95.5	98.7	*	*	95.7	99.2	*	
Teachers	19.9	70.2	92.2	7.8	7.9	83.8	96.2	*	
Draftsmen and technicians	55.3	31.1	87.0	13.0	*	70.6	88.7	*	
Administrative, executive and managerial workers	19.8	12.9	33.1	66.9	5.9	37.6	43.5	56.5	
Clerical workers	52.2	35.4	88.0	12.0	28.2	60.4	88.9	11.1	
Sales workers	16.6	61.8	78.6	21.4	5.1	87.7	92.9	7.1	
Farmers, fishermen and related workers(d)	*	68.9	85.6	*	*	*	*	*	
Miners, quarry and related workers	50.1	29.6	84.9	*	*	*	*	*	
Workers in transport and communications	54.5	35.5	90.3	9.7	54.7	35.9	90.6	9.4	
Tradespersons, production-process workers and labourers n.e.c.	52.9	38.6	92.1	7.9	59.7	35.2	95.3	4.7	
Textile, clothing, footwear and leather goods makers and related workers	65.5	*	96.5	*	75.0	21.4	96.4	3.6	
Machine toolmakers, metal machinists, mechanics, plumbers and related metal workers	62.3	28.5	91.1	8.9	*	*	*	*	
Electricians and related electrical and electronics workers	63.0	32.9	96.3	*	*	*	*	*	
Metalmaking and related workers(e)	67.0	29.4	96.9	*	90.5	*	97.9	*	
Carpenters, cabinetmakers and related workers, building etc. tradespersons and construction workers(f)	38.6	52.2	91.0	9.0	*	*	*	*	
Packers, wrappers, labellers, storemen and freight handlers	45.4	47.2	93.9	*	42.2	55.9	98.1	1.9	
Labourers, apprentices, factory workers n.e.c.	44.8	44.9	90.6	9.4	52.5	38.3	92.8	7.2	
Service, sport and recreation workers	23.2	66.2	90.0	10.0	21.9	67.7	89.7	10.3	
All occupations	42.0	40.9	83.6	16.4	23.7	65.4	89.7	10.3	

(a) See paragraph 8, page 3.

(b) See paragraph 29, page 4.

(c) Includes small numbers of employees covered by unregistered collective agreements.

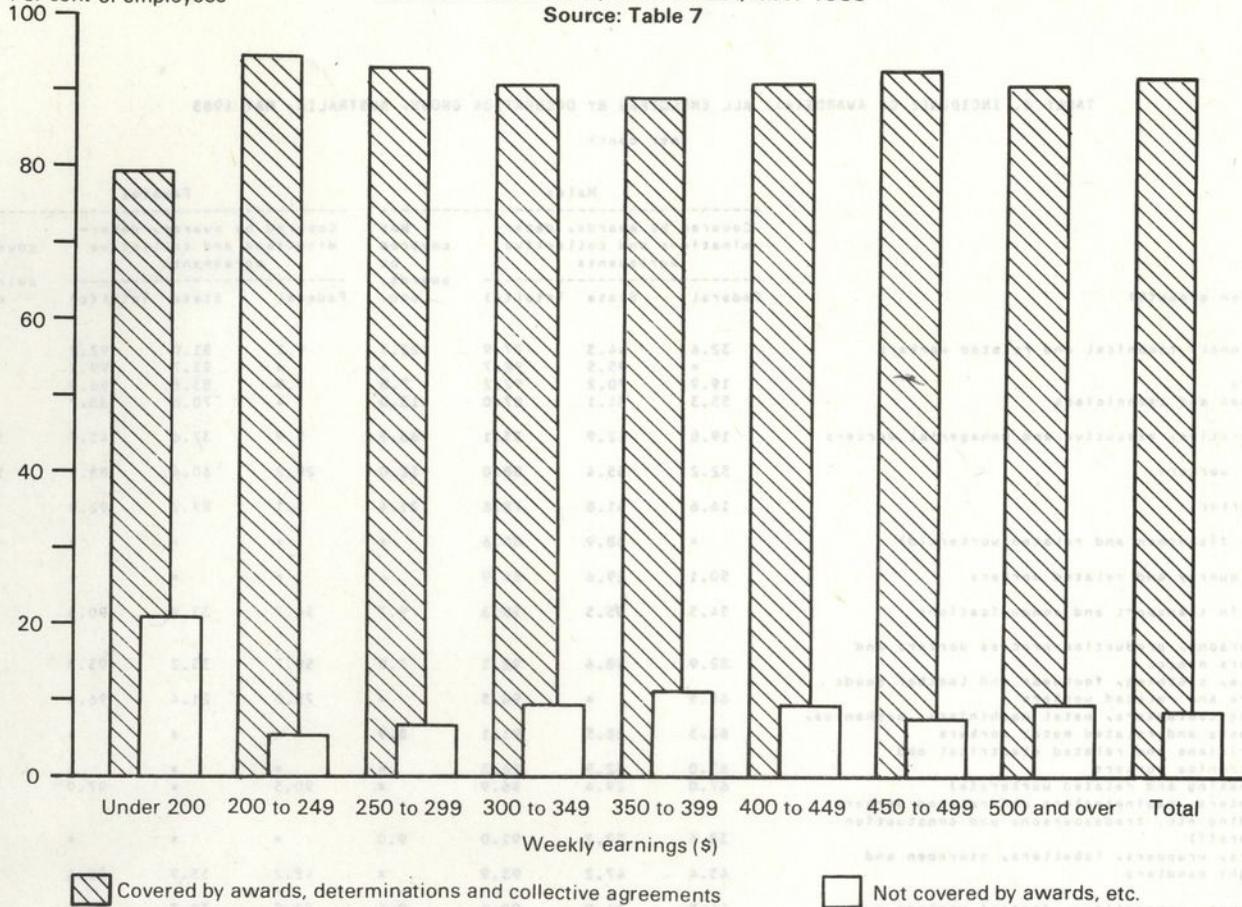
(d) See paragraph 5(b), page 2.

(e) Includes furnacemen, moulders and related metalmaking and treating workers, metal workers, metal and electrical production process workers.

(f) Includes carpenters, woodworking machinists, cabinetmakers and related workers, painters and decorators, bricklayers, plasterers and construction workers n.e.c.

CHART 3. INCIDENCE OF AWARDS(a) : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY DISTRIBUTION OF WEEKLY EARNINGS, AUSTRALIA, MAY 1983
 Per cent of employees

Source: Table 7



■ Covered by awards, determinations and collective agreements

□ Not covered by awards, etc.

For footnote, see below.

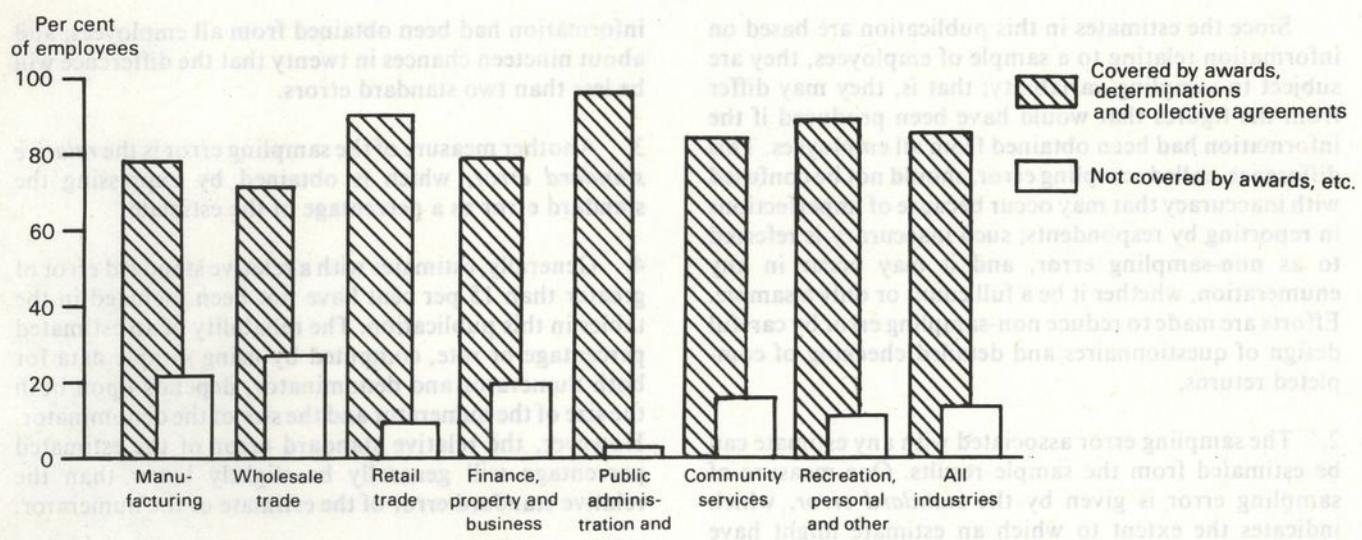
TABLE 7. INCIDENCE OF AWARDS(a): FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY DISTRIBUTION OF EARNINGS, AUSTRALIA, MAY 1983

	Males			Females		
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.		
	Federal	State	Total(b)	Federal	State	Total(b)
--- per cent ---						
Weekly earnings (\$)						
Under 200	40.2	35.7	76.1	*	28.8	52.5
200 and under 249	43.8	48.1	92.2	7.8	36.8	59.6
250 and under 299	44.9	47.1	92.3	7.7	31.1	62.9
300 and under 349	50.6	39.2	90.7	9.3	27.4	61.3
350 and under 399	48.8	38.6	88.3	11.7	26.4	63.3
400 and under 449	44.2	44.2	89.0	11.0	15.4	78.6
450 and under 499	48.4	41.8	91.5	8.5	*	79.7
500 and over	52.3	37.2	90.4	9.6	*	63.6
Total	47.5	42.3	90.5	9.5	29.8	63.0
--- dollars ---						
Median earnings	334.10	322.20	330.00	341.00	266.20	278.20
Mean earnings	363.90	351.10	358.10	357.00	281.40	300.50

(a) See paragraph 8, page 3.

(b) Includes small numbers of employees covered by unregistered collective agreements.

CHART 4. INCIDENCE OF AWARDS(a) : PART-TIME NON-MANAGERIAL EMPLOYEES(b) BY SELECTED INDUSTRIES,
AUSTRALIA, MAY 1983
Source: Table 8



For footnote, see below.

TABLE 8. INCIDENCE OF AWARDS(a): PART-TIME NON-MANAGERIAL EMPLOYEES(b) BY SELECTED INDUSTRIES, AUSTRALIA, MAY 1983
(per cent)

Industry group	Males				Females			
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total(c)		Federal	State	Total(c)	
Manufacturing	*	*	79.1	*	*	*	50.7	78.1
Wholesale trade	*	*	*	*	*	*	73.6	77.4
Retail trade	14.8	75.0	89.8	*	*	*	85.1	90.4
Finance, property and business services	*	54.0	78.7	*	21.4	58.3	79.9	20.1
Public administration and defence	*	*	*	*	67.4	*	96.7	*
Community services	*	56.9	77.0	*	*	79.5	85.7	14.3
Recreation, personal and other services	38.4	46.7	86.1	*	35.1	55.0	90.3	9.7
All industries	24.8	57.5	82.8	17.2	15.4	70.9	86.8	13.2

(a) See paragraph 8, page 3.

(b) Adults and juniors.

(c) Includes small numbers of employees covered by unregistered collective agreements.

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CHART A. INCIDENCE OF PART-TIME AND NON-MANAGERIAL EMPLOYEES BY SELECTED INDUSTRIES

TECHNICAL NOTE

Since the estimates in this publication are based on information relating to a sample of employees, they are subject to sampling variability; that is, they may differ from the figures that would have been produced if the information had been obtained from all employees. This difference, called sampling error, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents; such inaccuracy is referred to as non-sampling error, and it may occur in any enumeration, whether it be a full count or only a sample. Efforts are made to reduce non-sampling error by careful design of questionnaires and detailed checking of completed returns.

2. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of employees was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been produced if

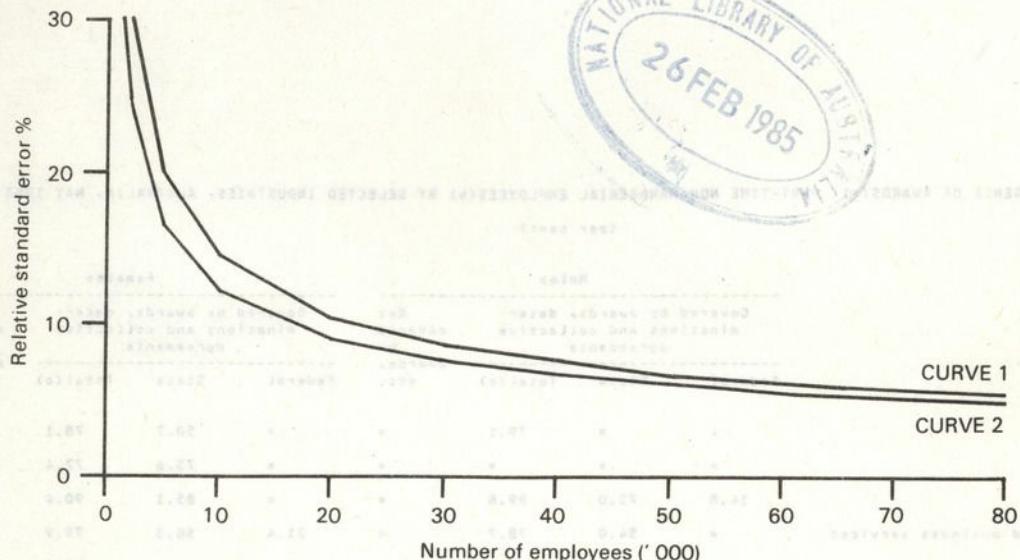
information had been obtained from all employees, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate.

4. Generally, estimates with a relative standard error of greater than 15 per cent have not been included in the tables in this publication. The reliability of an estimated percentage or rate, computed by using sample data for both numerator and denominator, depends upon both the size of the numerator and the size of the denominator. However, the relative standard error of the estimated percentage will generally be slightly lower than the relative standard error of the estimate of the numerator.

5. As it is not practicable to include the standard errors of all estimates in this publication the following diagram has been provided to give an indication of the magnitude of the standard errors.

ESTIMATED RELATIVE STANDARD ERRORS OF NUMBER OF EMPLOYEES



CURVE 1 • All employees for Australia, N.S.W., Vic., Qld, and
• Private Employees for Australia

CURVE 2 • All employees for S.A., W.A., Tas., and
• Government Employees for Australia